EEOC Form 161-B (11/16) L.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

To:	5609 V	n Krueger V. Morgan Ave, Unit M ukee, WI 53220		From:	Milwaukee Area Office 310 West Wisconsin Ave Suite 500 Milwaukee, WI 53203				
		On behalf of person(s) aggrieved CONFIDENTIAL (29 CFR §1601							
EEOC Charge No.			EEOC Representative	EOC Representative Telephone No.					
			Shernice K. Pierce,	e,					
443	-2020-0	2273C	Investigator		(414) 662-3707				
Title Act (VII of th GINA): ∃	This is your Notice of Right to S	ue, issued under Title VII, the Al	Act (ADA), DA or GINA	the additional information enclosed with this form.) or the Genetic Information Nondiscrimination A based on the above-numbered charge. It has led in a federal or state court WITHIN 90 DAYS				
of yo	ur recei				he time limit for filing suit based on a claim under				
		More than 180 days have pass	sed since the filing of this charge).					
Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that be able to complete its administrative processing within 180 days from the filing of this charge.									
	X	The EEOC is terminating its pr	rocessing of this charge.						
		The EEOC will continue to pro	cess this charge.						
90 da		you receive notice that we have The EEOC is closing your cas	e completed action on the charge e. Therefore, your lawsuit under	e. In this retails the	ny time from 60 days after the charge was filed until egard, the paragraph marked below applies to a must be filed in federal or state court WITHIN				
		90 DAYS of your receipt of this Notice. Otherwise, your right to sue based on the above-numbered charge will be lost.							
			ndling of your ADEA case. How state court under the ADEA at the		days have passed since the filing of the charge,				
in fed any v	eral or s violation	tate court within 2 years (3 years is that occurred more than 2	s for willful violations) of the allego years (3 years) before you file	ed EPA und suit may r					
If you	file suit,	based on this charge, please se	end a copy of your court complair	nt to this off	îce.				
			On behalf	of the Com	nmission				
			Julianne Bowman	(jo	9/18/2020				
Encl	osures(s	s)	Julianne B District D	owman,	(Date Mailed)				
cc:	٨	Attn: Janet G. Arnold							

Attn: Janet G. Arnold **Practice Manager** DR. NOAH'S ARK VETERINARY CLINIC 4604 N Wilson Drive Shorewood, WI 53211

Attn: Atty Carlos R. Pastrana CADE LAW GROUP PO Box 170887 Milwaukee, WI 53217

INFORMATION RELATED TO FILING SUIT UNDER THE LAWS ENFORCED BY THE EEOC

(This information relates to filing suit in Federal or State court <u>under Federal law.</u>

If you also plan to sue claiming violations of State law, please be aware that time limits and other provisions of State law may be shorter or more limited than those described below.)

PRIVATE SUIT RIGHTS -- Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Genetic Information Nondiscrimination Act (GINA), or the Age Discrimination in Employment Act (ADEA):

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge <u>within</u> <u>90 days</u> of the date you *receive* this Notice. Therefore, you should keep a record of this date. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed within 90 days of the date this Notice was *mailed* to you (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Courts often require that a copy of your charge must be attached to the complaint you file in court. If so, you should remove your birth date from the charge. Some courts will not accept your complaint where the charge includes a date of birth. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

PRIVATE SUIT RIGHTS -- Equal Pay Act (EPA):

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred **more than 2 years (3 years) before you file suit** may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit before 7/1/10 – not 12/1/10 -- in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

ATTORNEY REPRESENTATION -- Title VII, the ADA or GINA:

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

ATTORNEY REFERRAL AND EEOC ASSISTANCE -- All Statutes:

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, **please make your review request** within 6 months of this Notice. (Before filing suit, any request should be made within the next 90 days.)